

The following are proposed modifications to the 21st Century Public Academy Student Handbook in response to HB43: the Black Education Act.

Addition of the following policy to page 30:

### RACE-BASED HARASSMENT/DISCRIMINATION

- Numerous situations may constitute race-based harassment or discrimination. Mocking, taunting, ridiculing, criticizing, or punishing a student of color because of his/her race are a few examples of what may constitute race-based harassment or discrimination. Examples of circumstances that may constitute race-based harassment include:
  - Repeatedly denying a student of color access to lunch, field trips, assemblies, and extracurricular activities as punishment for taking time off from school for cultural events.
  - Taunting and belittling a student of color by mocking and intimidation. School personnel who become aware of race-based harassment shall promptly and effectively act to end the harassment and prevent it from recurring and, where appropriate, remedy the effects on the student who was harassed. Remedial measures will generally include counseling both persons who have been harmed by harassment and person(s) who have been responsible for the harassment of others and implementing monitoring programs to follow up on resolved issues of race-based harassment.

Addition of the following underneath the “Harassment” section of the Glossary of Terms on page 41:

- Race-Based: Conduct including but not limited to the following: mocking, taunting, intimidating, criticizing, or punishing a student group because of his/her/their race or ethnicity.

Addition of the two rows to the Discipline Matrix, specifying Race-Based Aggression. (see next page)

This Matrix lists unacceptable behaviors and Minimum Mandatory Consequences.

Administrators may impose consequences beyond minimum mandatory, where there is documented evidence of prior intervention and/or progressive discipline, or in the case of extenuating circumstances as determined by the principal. In using a progressive discipline approach, consequences may vary from student to student. Consequences may also vary when a student is covered by provisions of IDEA (Individuals with Disabilities Education Act).

Incidents of misbehavior which do not match the level of administrative attention will continue to be resolved by the classroom teacher.

Principals must report Sexual Harrassment or Discrimination Complaints to the Office of Equal Opportunity Services (OEOS) within 72 hours.

\* See the Glossary for possible Parent Involvement or Tobacco Cessation Programs. They are imposed when programs are available.

Students are suspended from Extracurricular Activities during the timeframe of any suspension. Per policy the suspension from Extracurricular activities extends beyond the school suspension in cases involving Tobacco or controlled/illegal substances.

OCCURRENCE	BEHAVIOR VIOLATION	Staff/Student Contact	Administrative/Parent Contact	Administrator/Student/Parent Conference	**Parent Involvement Program	*Tobacco Cessation Program Referral	Short-term Suspension	Long-term Suspension	Expulsion	Seek Restitution	Referral for Legal Action	Suspension of Extracurricular
1st	Aggression, Race-Based	X	X									
2nd	Aggression, Race-Based	X	X	X			X					X
Any	Aggression (Damage of less than \$200)	X	X	X			X					X